

EXHIBIT 2487

to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

2010 Annual Performance Review

Compensation Training for Managers

December 2009



EXHIBIT 2487
Deponent <u>Keiper</u>
Date <u>3-28-13</u>
Gina V. Carbone, CSR

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Agenda

1. Key Underlying Philosophies & Total Rewards Overview
2. Refresh on the Performance Levels & Ranking Process
3. Cash Compensation
4. Equity Compensation
5. High Level Timeline
6. Next Steps
7. Resources

Performance Management Strategy

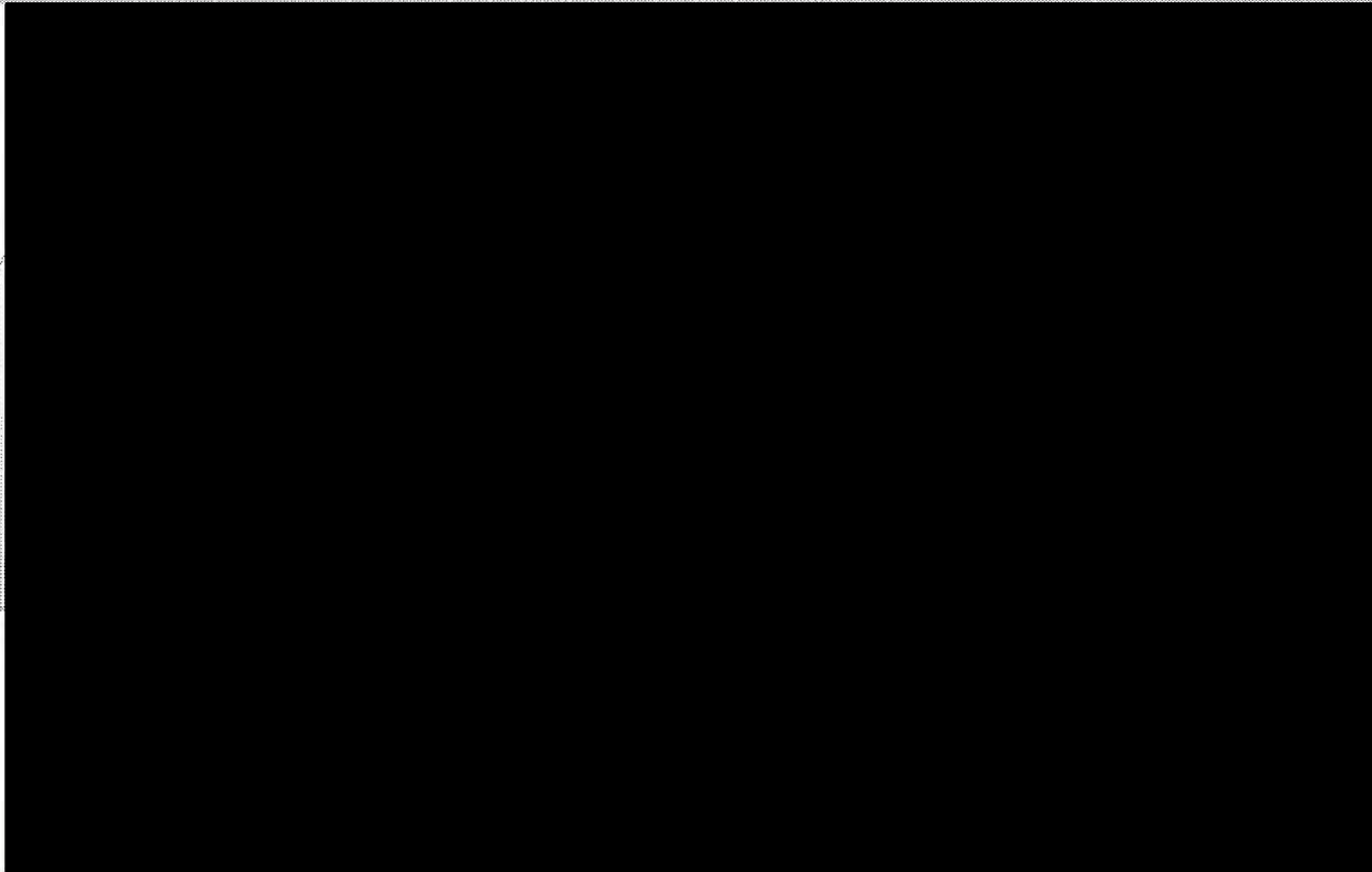
Continue to evolve culture toward pay for performance where key contributions of employees are recognized and rewarded, and managing performance is a key requirement to growing the business



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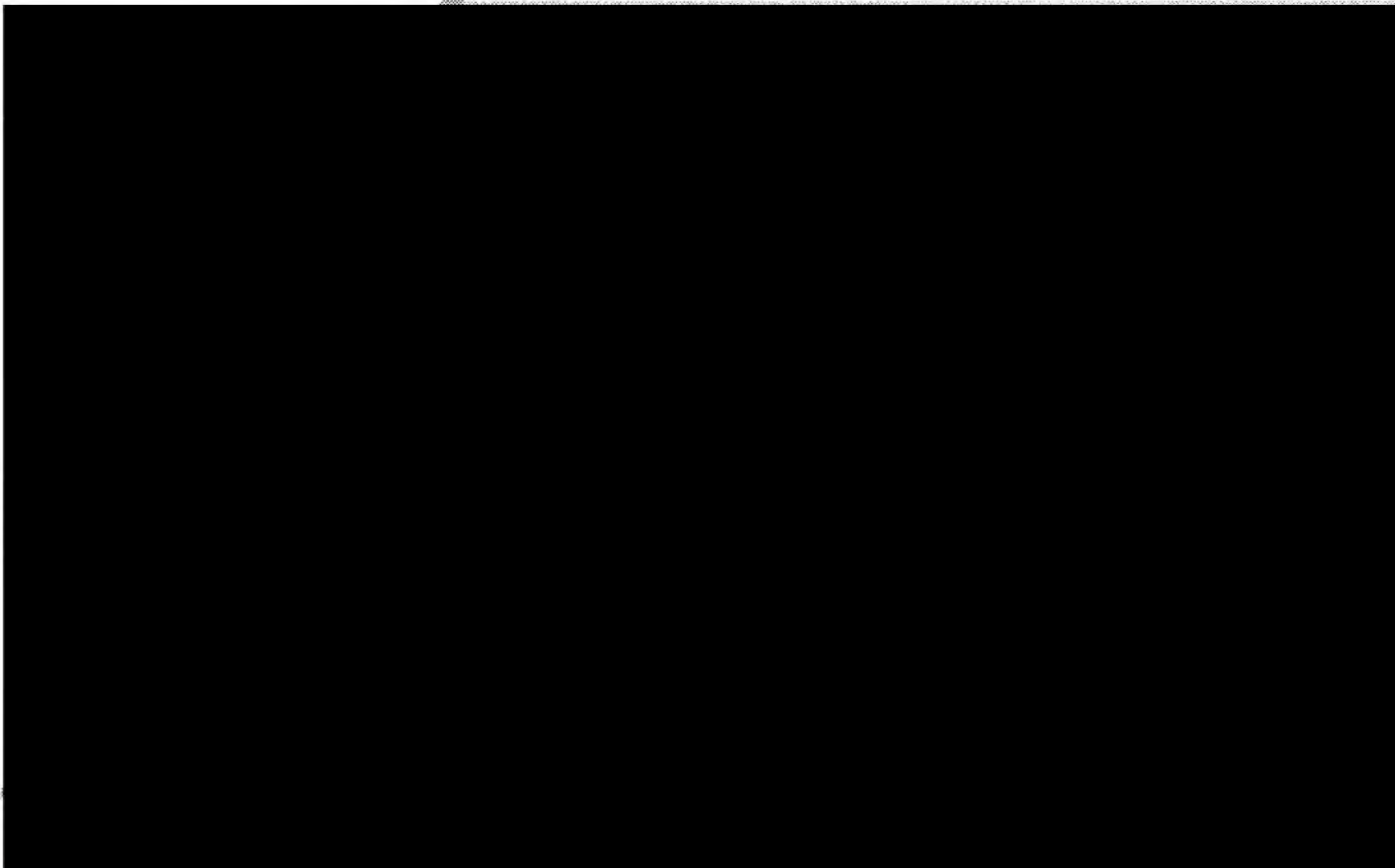
Performance Management Framework



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Total Rewards Overview



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Ranking Definition

- Ranking is a process to identify levels of performance across the company

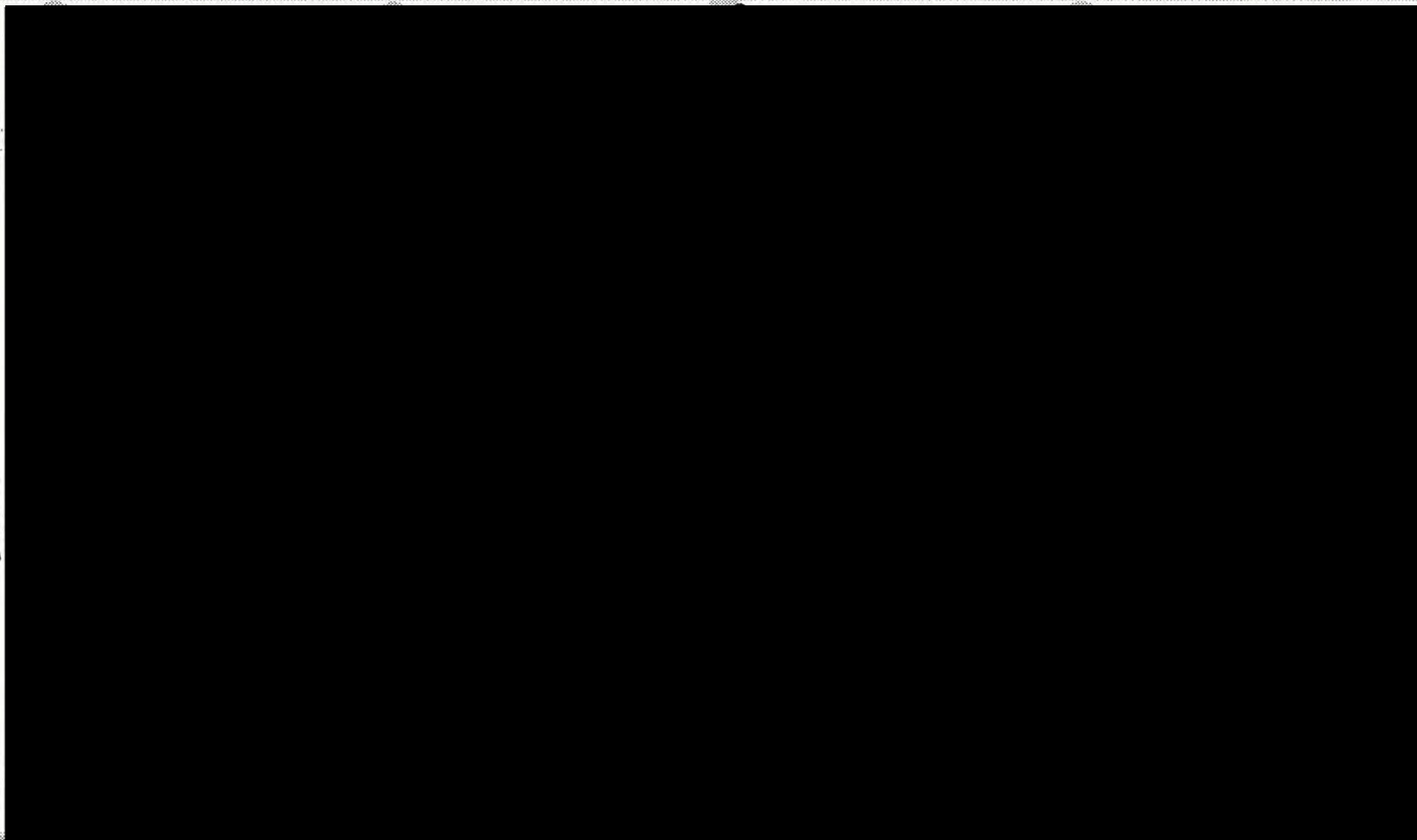


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Ranking Process



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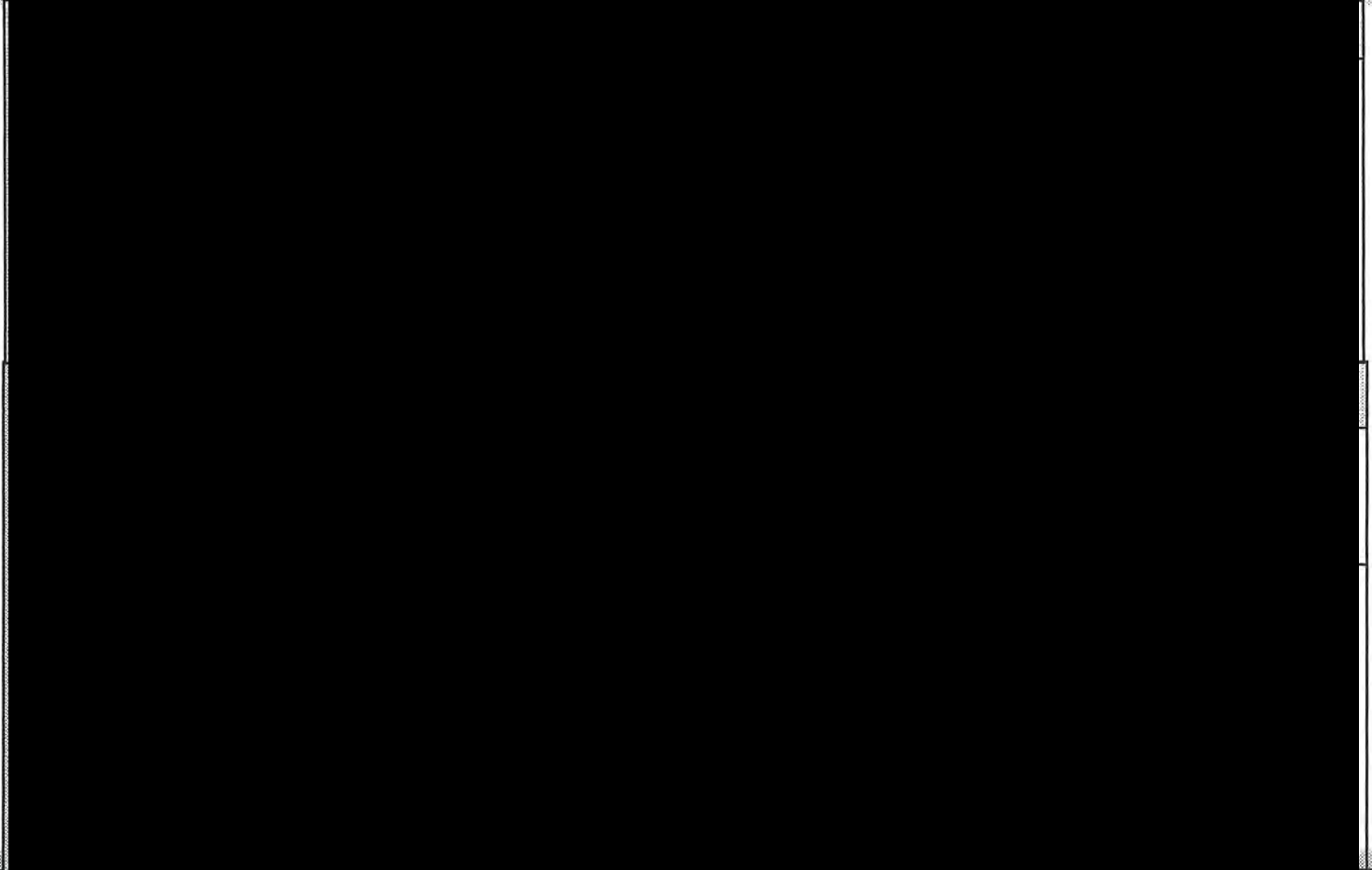
Performance Levels



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Leading to Win



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Annual Review: Cash and Equity Compensation

■ Cash Compensation

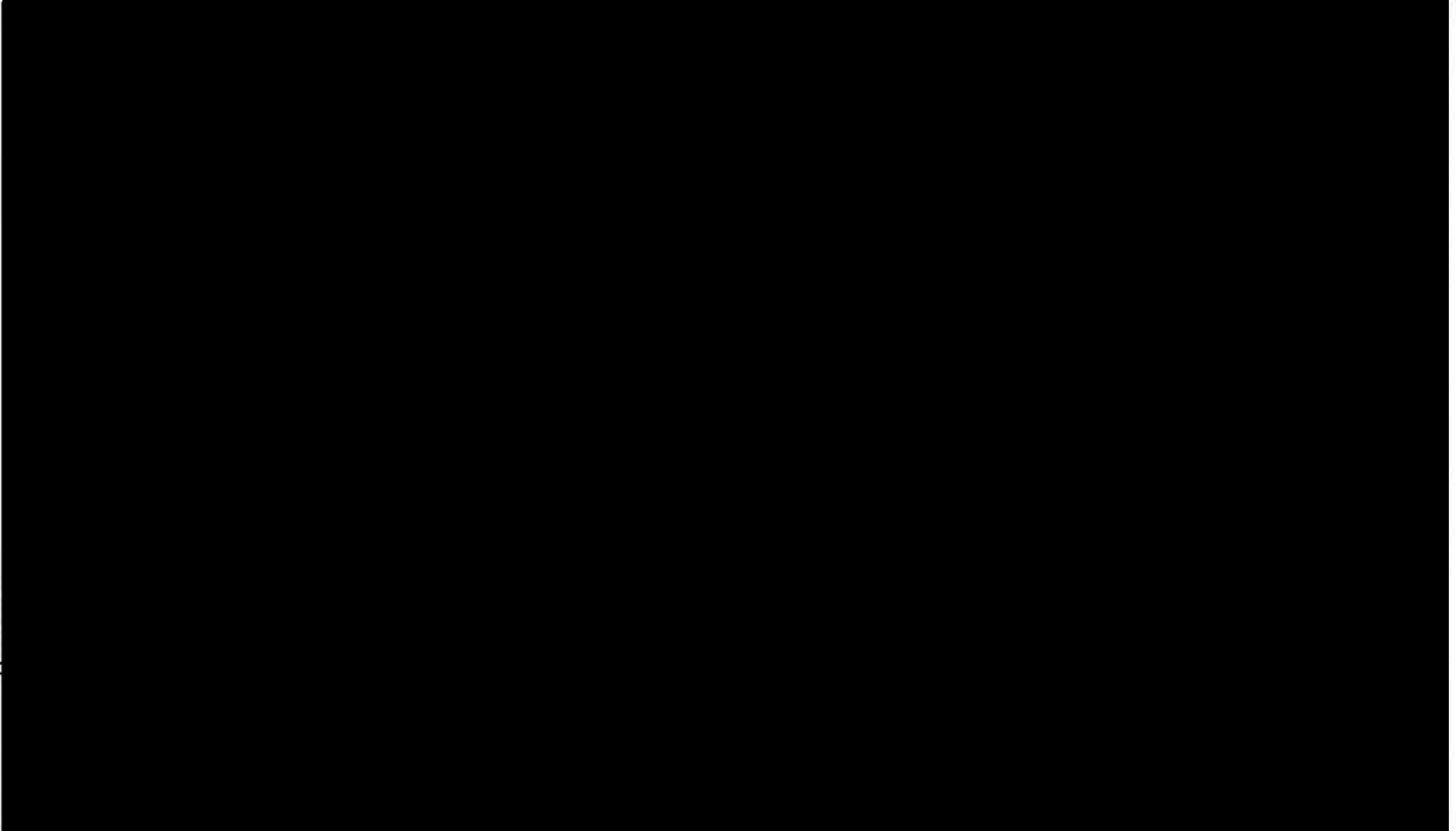
- Salary Budget Methodology and Overview
- Budgets by Country
- Salary Increase Matrix and Considerations
- Salary Tool

■ Equity Compensation

- Equity Budget Methodology and Overview
- Equity Grant Considerations
- Stock Tool

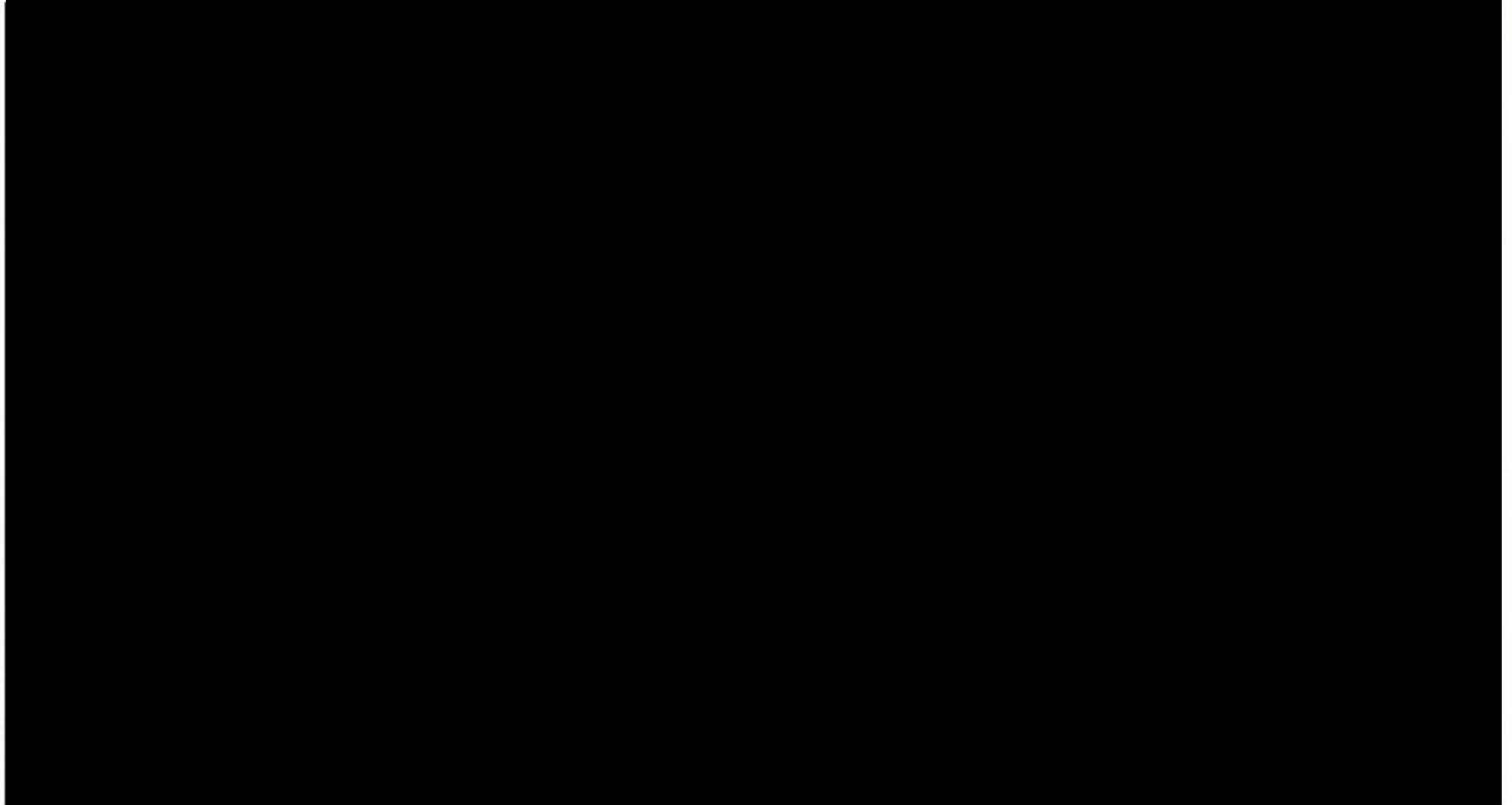


Annual Review Salary Budget Methodology



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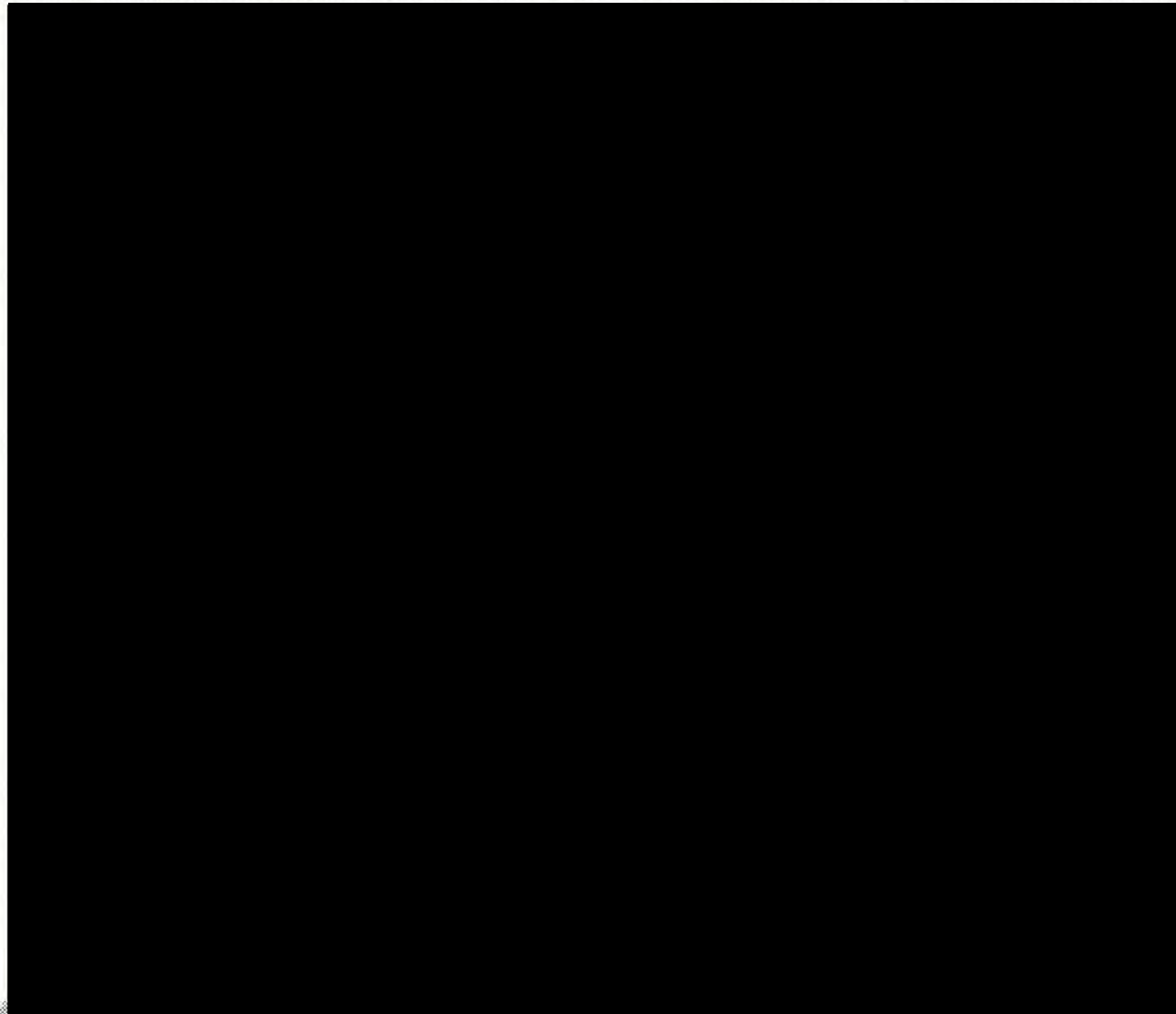
Salary Budget Overview



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Salary Budgets by Country*

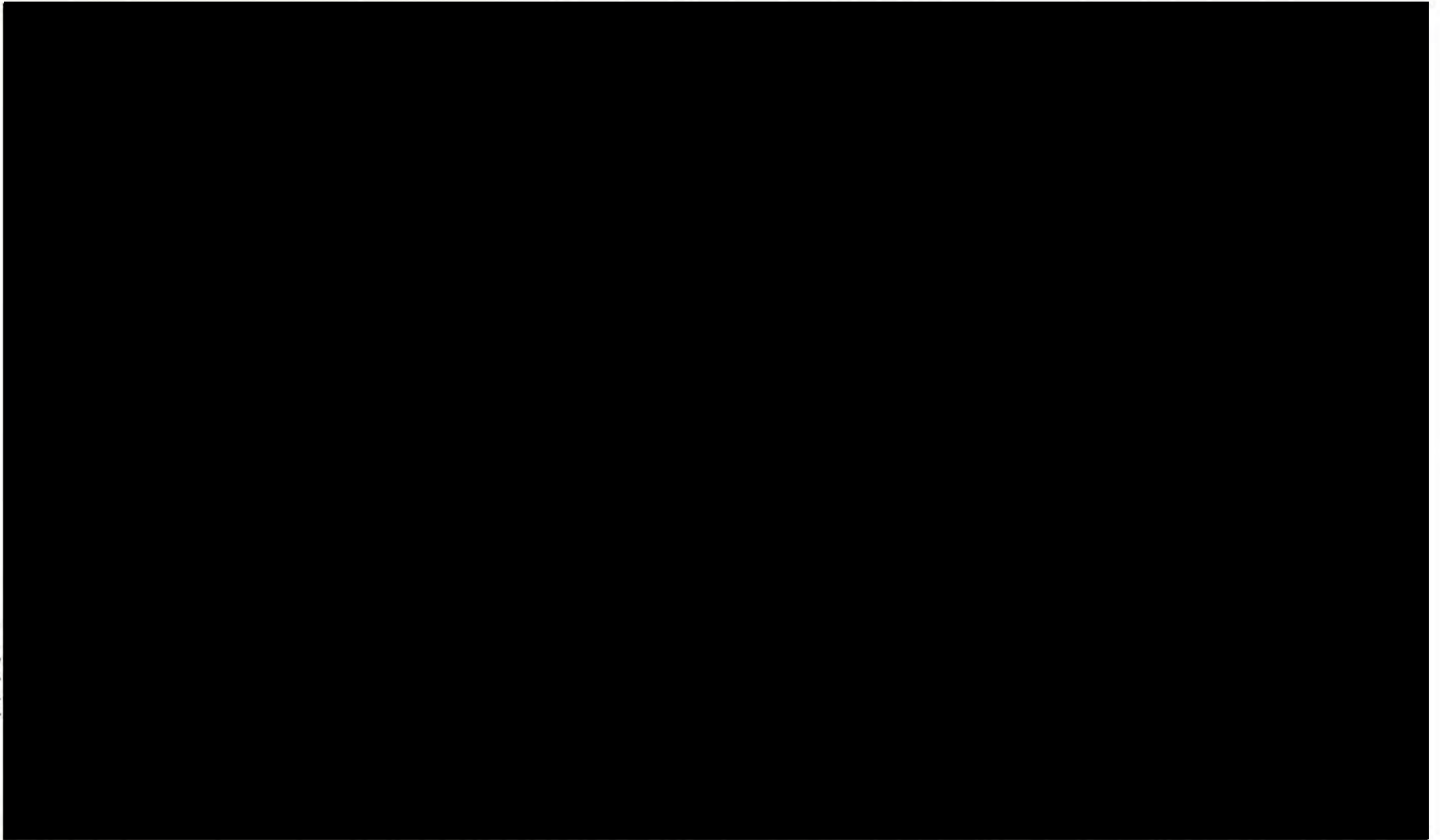


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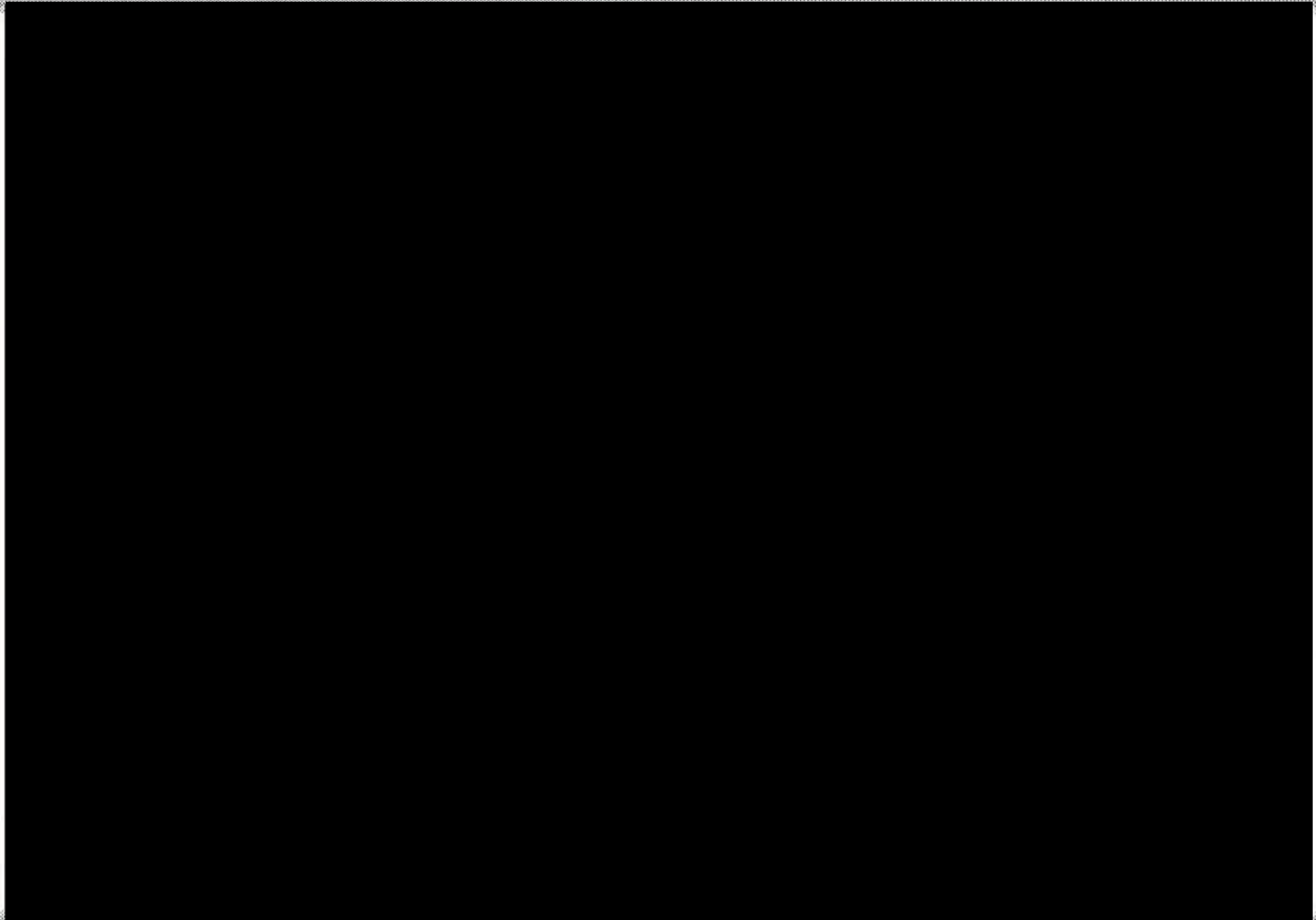
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Salary Increase Considerations for Managers



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Salary Increase Matrices



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Annual Review Salary Tool

- Annual Review Salary Tool will be open starting December 14 for all managers to enter preliminary salary and performance level recommendations
- Refer to the Adobe Presenter available on the Managers' Annual Review website or within the Salary Tool for help using the tool

Annual Review Processing

Leghorn, Foghorn: [All Structures] [Annual Review] Selection as of: 01/31/2010 Update as of: 02/01/2010

Emp	Stat	Name	Position	Job Title	AGIP% Cur Sal FTE	Cur Salary FTE	Pay	Review FTE	Pay
1	2	Leta, Jared	5100	Principal Scientist 6	10.0	140,400.00 USD	140,400.00	100/000/00	
2	2	Leta, Little	5775	Consulting Mgmt 5	10.0	72,674.77 USD	72,674.77	075/000/02	
3	2	Fexton, Bill	5100	Principal Scientist 6	10.0	140,400.00 USD	140,400.00	100/000/00	
4	2	Pig, Porky	52674	Mgr. Project (Client Svcs)	10.0	74,154.95 USD	74,154.95	000/000/02	
5	2	Theroux, Justin	5100	Principal Scientist 6	10.0	140,400.00 USD	140,400.00	100/000/00	

100

Employee Name: Theroux, Justin ID: 24522 Reports to: Leghorn, Foghorn Current Hire Date: 04/27/2009 Currency: USD

Global Job: Adobe Job: Adobe Job Title: Pos Acct: Position Title: Level:

Cur: 5100 00001000: Principal Scientist 6 US_5100 Onboarding Integration To: BIR

Now:

Salary (FTE): AGIP% Level: Salary Structure: Hours/Week: No. 1/4/2009

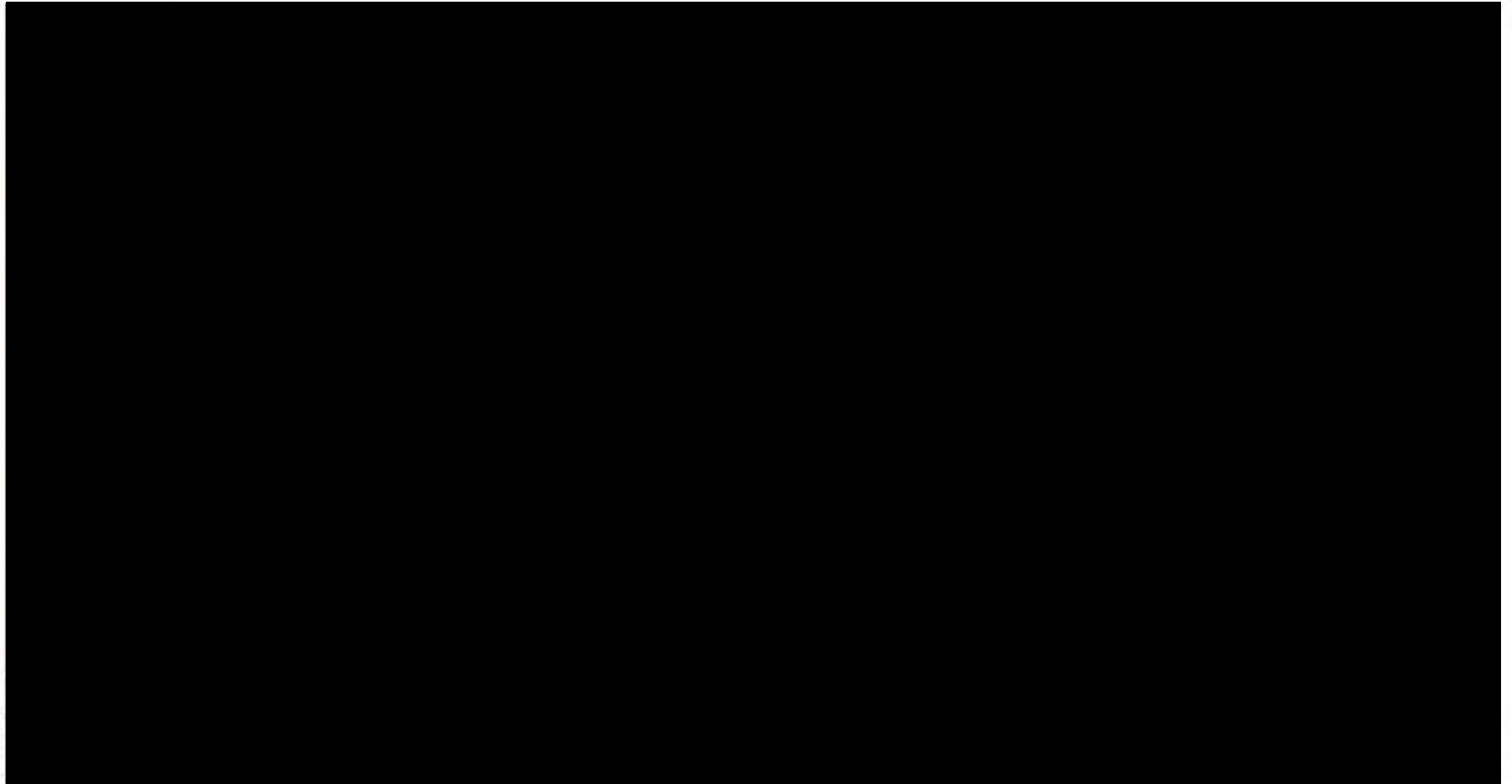
Cur: 140,400.00: 10.0: U.S. Bay area: 01/31: 40.00

Now: 140,010.00: 10.0: STRONG (95): U.S. Bay area: 02/01: 40.00

	Min	Mid	Max	Merit	Adj	From	Total
Cur	100,300.00	195,300.00	240,300.00	4.00%			4.00%
Now	0.00	0.00	0.00	5.00%	0.00	0.00	5.00%

Save

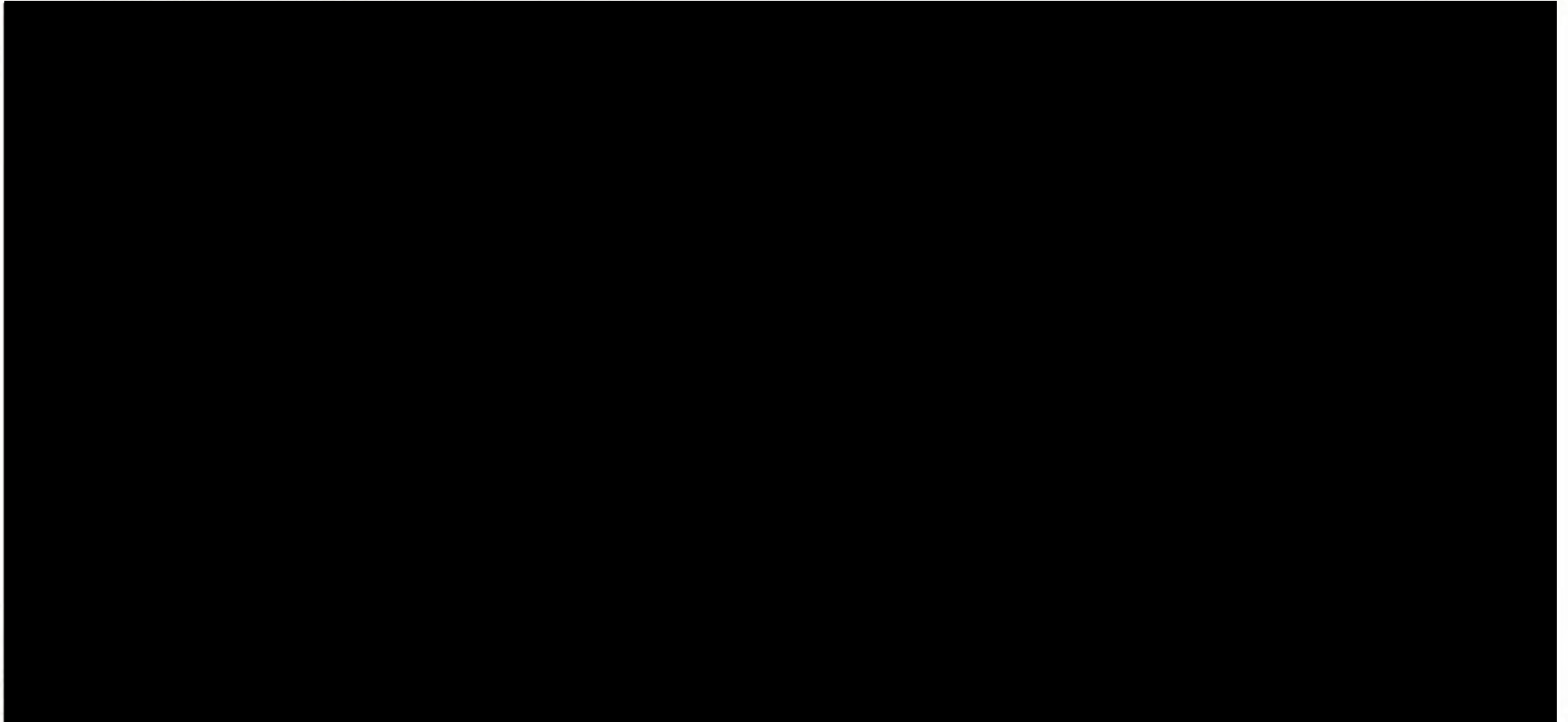
Annual Review Equity Budget Methodology



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Equity Overview

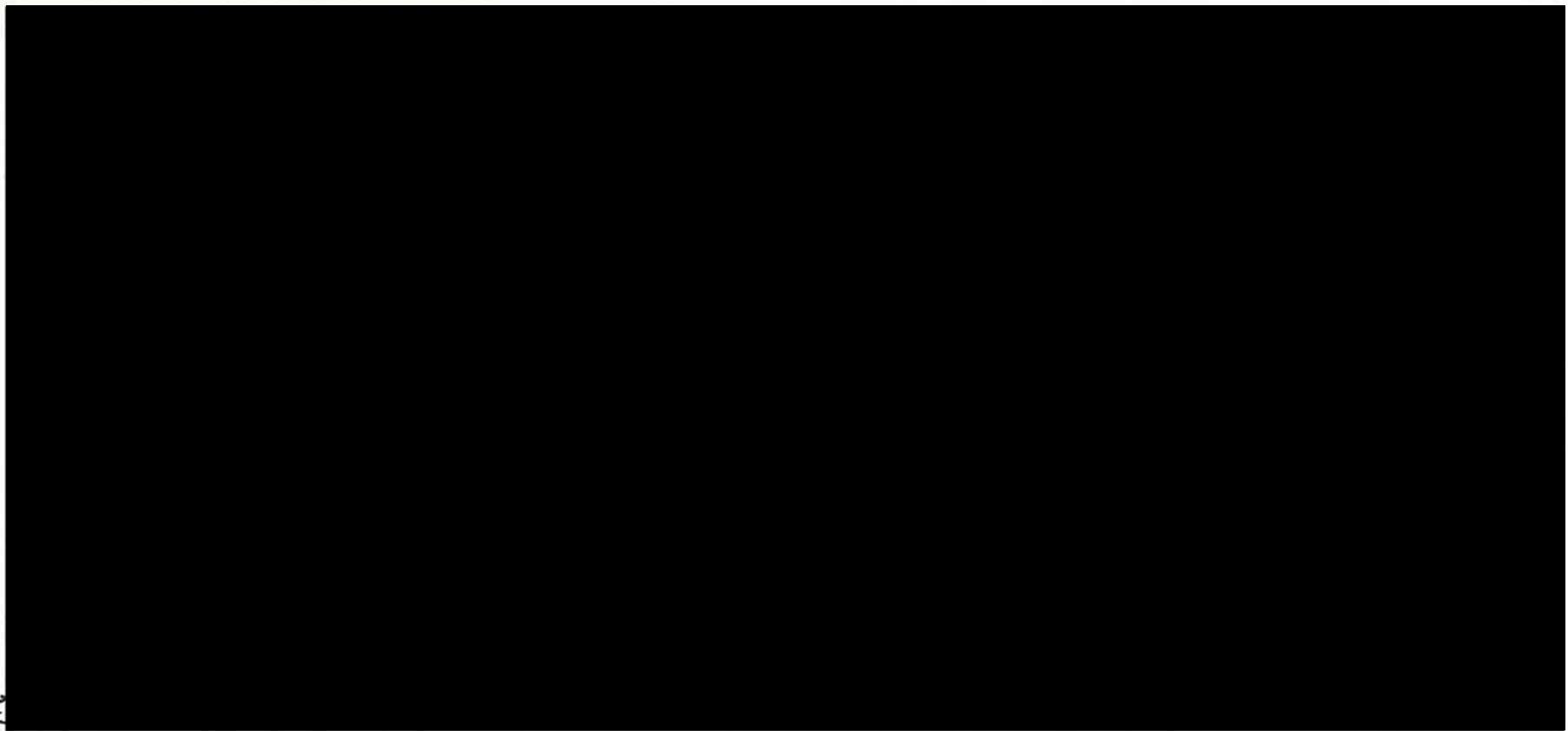


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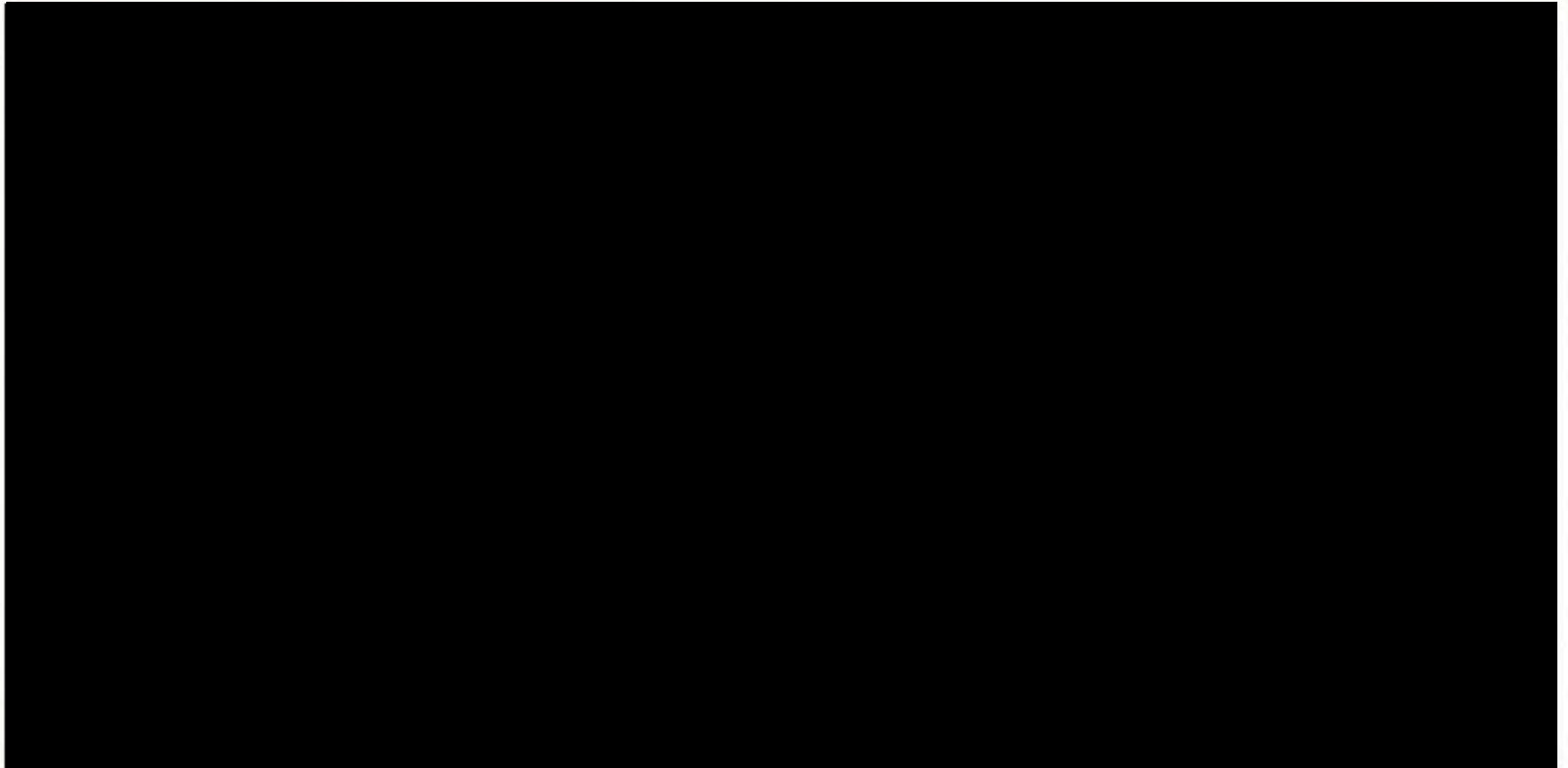
Equity Grant Considerations for Senior Leaders



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Annual Review Stock Summary

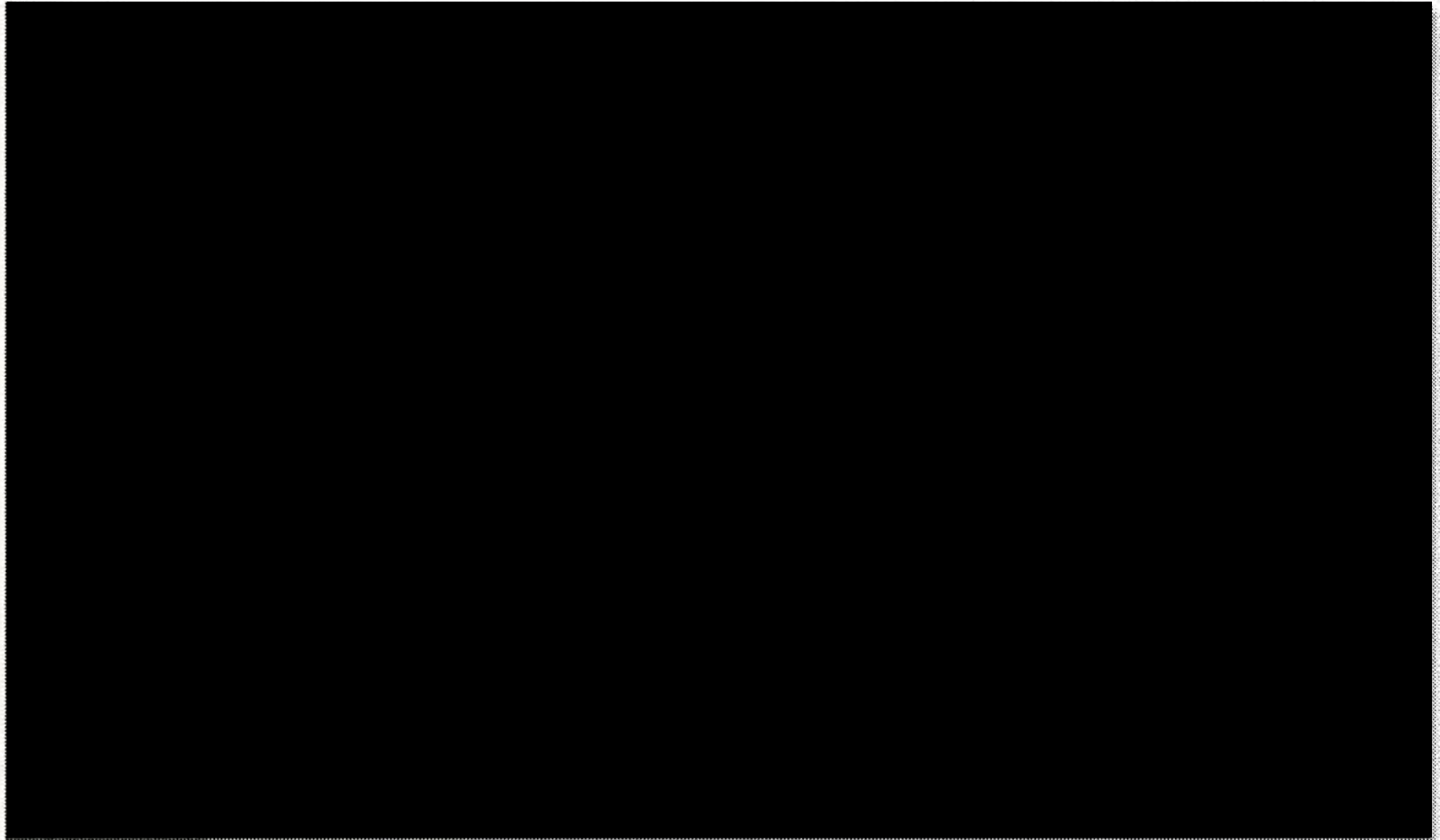


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Annual Performance Review



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Next Steps

- If asked, participate in Ranking sessions for your organization
- In the Salary Tool, enter your salary and performance level recommendations for each of your employees by January 6
- Write reviews via Appraisal Form for each employee
 - If you choose, as an FYI, send a copy of the appraisal via Workspace to your manager
- [REDACTED]
- [REDACTED]
- Review resources for delivering effective feedback

Cash & Equity Compensation Resources

- Phase 2 Compensation Summary
- Annual Review Salary Tool training
 - Click the “Training” button in the Salary Tool or on the Manager’s Annual Review website
 - For New Managers: Instructions on how to download the SAP GUI to access the Salary Tool
- Job/Salary Range Website
 - [REDACTED]
- Performance Shares and Restricted Stock Units (RSU) Training
- Total Rewards Overview (online module)
 - Part 1 - Total Rewards Overview
 - Part 2 - Compensation Fundamentals
 - Part 3 - Compensation Programs
- General Compensation Info (pdf)

Note: There have been Total Reward Program changes not reflected within this

General Resources

- 2010 Managers' Annual Performance Review Website
 - Reference documents, trainings, communications, Appraisal Form
- 2010 Employees' Annual Performance Review Website
 - Trainings, Appraisal Form, communications
- Managing at Adobe Website
- If you have questions about...
 - The Appraisal Form: contact the IT Service Desk at x6HELP
 - Annual Performance Review timeline, process or tools:
 - In North America and India: contact the HRIC at x6HELP or hric@adobe.com
 - In all other geos: contact your local HR Manager
 - An employee issue: contact your HR Manager
 - Evaluating performance, ranking, department specific dates: contact your manager

